



PONESSA
BEHAVIORAL HEALTH

Behavioral Health Technician (BHT)

Provide one-to-one therapeutic support and behavioral interventions to children/adolescents/young adults in the home, school and/or community settings in order to help the consumer achieve goals identified on their treatment plan.

Responsibilities:

- Foster a therapeutic relationship with the consumer and support their therapeutic needs and therapeutic goals on the treatment plan.
- Based upon the treatment plan, use therapeutic techniques and interventions best matched to the individual to help them achieve goals in the treatment plan.
- Provide input and feedback that contributes to the development of the treatment plan.
- Provide crisis management and support to consumers, including prevention, de-escalation and processing of strategies to support improved consumer functioning.
- Coach the teacher, parent, and consumer on how to effectively implement strategies and interventions that promote attainment of treatment goals and help the consumer achieve success.
- Actively engage the consumer and their caregivers and/or teachers (as well as other adult supports) to work toward the achievement of treatment goals, applying a range of appropriate therapeutic interventions.
- Provide feedback to other team members regarding outcome measurement related to interventions and responses.
- Adhere to CASSP principles of being child-centered, family-focused, community based, multi-system, culturally competent and least restrictive/least intrusive and incorporate these principles through treatment.
- Actively collaborate with all treatment team members on a frequent and regular basis.
- Attend supervision as directed and follow state specific regulations. If the BHT is working 37.5+ hours, they are responsible for 1 hour of supervision per week, of which 1 hour must be face to face each month; below 37.5 hours, they are responsible for 1 hour supervision two times per month, of which 1 hour must be face to face.

- Adhere to regulations regarding further professional development. Complete all of the mandatory training required to maintain compliance with the agency expectations and guidelines.
- Ensure compliance with Ponessa's policies and procedures including confidentiality and reporting suspected abuse.
- Collects data to provide a behavioral support team with progress/regression towards identified goals outlined in the individual treatment plan.

Contributing to the Team:

- Participates in regular meetings with staff to ensure priorities are clear, coordination is good and communications are open. Develops additional methods for ongoing effective communication.
- Cooperates and communicates as a multi-discipline staff team member through formal meetings and informal consultations.
- Models traits of a responsible team member, executing job responsibilities, open communication, good follow through; supports team members to do the same.
- Responds promptly to the concerns and interests of the consumers, parents, guardians, funding entities and other Ponessa staff.

Trauma Informed Behavior:

- Demonstrates commitment to being trauma informed and maintaining a therapeutic environment and community that promotes safety and nonviolence as the basis for all we do with clients and staff.
- Demonstrates knowledge and utilization of trauma informed practices, including emotional intelligence, effective communication, understanding of impact of trauma on development, strengths based and person-centered practice, resilience focus and commitment to growth and change.

Administrative Activities:

- Ensures compliance with all Ponessa's policies and procedures, including confidentiality and acting as a mandated reporter in accordance with the law, policies, and procedures.
- Implements all documentation requirements; reports are complete, thorough, timely, and follow prescribed format.
- Other duties as assigned.

Skills:

- Understanding of theory and implementation of behavior modification interventions.
- Communicates effectively both verbally and in writing with a broad variety of people, including other team members and Administration.

- Ability to quickly form trusting relationships with the child/adolescent/young adult population based on understanding of developmental process and emotional needs.
- Ability to form effective working relationships with diverse consumers, school staff, family members and stakeholders.
- Ability to work effectively with a team-oriented environment.
- Maintains appropriate professional boundaries and confidentiality.
- Demonstrates initiative, problem solving, and follow-through.
- Independently assessing and recording data in order to report behavioral outcomes and intervention results to BC and/or MT.
- Knowledge, application, and adherence to CASSP principles.
- Ability to effectively and independently communicate treatment objectives and interventions to youth, family, school staff and other treatment team members.

Experience:

- 2 years experience in the provision of behavioral health is preferred (or required, depending on degree – see below).

Education Requirement:

- Have a certification as a BCaBA OR
- Have a certification as an RBT (*See below for more info) OR
- Have a certification as a BCAT OR
- Have a behavior health certification or behavior analysis certification from an accredited

agency OR

- Have a minimum of 2 years experience in the provision of behavioral health OR
- Have a high school diploma and have completed a 40 hour training covering the RBT Task List as evidenced by a certification

Clearances: (Employee's must have the following clearances before servicing clients.)

- PA State Child Abuse Clearance (Upon hire, prior to working with clients, and every year thereafter)
- Pennsylvania State Criminal Background Check (Upon hire, prior to working with clients and every year thereafter)
- FBI Clearance

Benefits: Ponessa Behavioral Health offers a competitive Employee Benefit Package to all eligible employees after 90 days of full-time employment, including Health Insurance, Dental and Vision

Coverage, Voluntary Benefits, paid time off, and paid holidays. Part-time employees are also eligible to enroll in Dental, Vision, and Voluntary Benefit plans, after 90 days of part-time employment, working a minimum of 15 hours/per week. In addition, employees can participate in our optional 401 K Program with matching, and access discounts provided in the Employee Perks Reward Program. Employee's can also take advantage of our Tuition Discount Program, offering tuition discounts through strategic partnerships to local Colleges and Universities.

***Additional RBT Info:** The Registered Behavior Technician (RBT®) is a nationally recognized paraprofessional certification in behavior analysis. RBTs assist in areas such as delivering direct behavior-analytic services, aiding in implementing behavior plans which are developed by the BCBA or BCaBA, and collecting data. Completing this 40 hour course covering the 2nd edition task list is one component required in order to apply for certification. This course is available online for free at <https://autismpartnershipfoundation.org/courses/rbt>.

Join our team as we continue helping people back into the swing of life!

To learn more visit: www.ponessa.com/careers/

Interested applicants should submit their cover letter and resume to Brittany.ponessa@ponessa.com or mail/fax to:

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